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EFFECTIVE FUNCTIONING OF HUMAN RIGHTS MECHANISMS

ADAPTATION AND STRENGTHENING OF THE UNITED NATIONS MACHINERY FOR HUMAN RIGHTS

Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

Report of the High Commissioner

Introduction

1. The Commission on Human Rights in its resolution 1999/70 of 28 April 1999, requested the High Commissioner for Human Rights to submit a comprehensive report on the staff of her Office containing the following information: (a) the composition of the staff, organized by the five United Nations regional groups established by the General Assembly (African States, Asian States, Latin America and Caribbean States, Western Europe and Other States and Eastern States) and reflecting, inter alia, grade, nationality and gender, including with regard to non-regular staff; (b) measures adopted to improve the current situation and their results; and (c) recommendations to improve the current situation.

2. The present report of the High Commissioner is submitted pursuant to the request of the Commission on Human Rights. It is recalled, however, that the official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of Assembly resolutions, the most recent of

which are resolutions 49/222 A of 23 December 1994, 51/226 of 3 April 1997, 52/219 of 22 December 1997 and 53/221 of 7 April 1999. The latest report is contained in document A/54/279 of 26 August 1999. The composition of the staff of the United Nations Secretariat is assessed at the global Secretariat level and not at the departmental level.

3. The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations which states: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly". The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

4. Within the total number of United Nations staff who hold appointments of one year or more, a more limited group of staff of the United Nations Secretariat is recruited under the system of desirable ranges. The number of posts subject to geographical distribution, which is used to determine the desirable range for each Member State, is treated in document A/54/279. The staff concerned have been referred to as "staff on posts subject to geographical distribution". They are appointed by the Secretary-General for a period of at least one year to posts in the Professional and higher categories funded under the regular budget. Several categories of staff are excluded from the total for staff recruited under the system of desirable ranges: staff servicing in the secretariat of subsidiary programmes, funds and organs with special status in matters of appointment, staff holding appointments of less than one year, staff serving in peace-keeping posts, in posts specifically funded for mission service, posts financed under the programme support accounts, staff in posts with special language requirements, staff in the Field Service and the General Service and related categories of staff who are locally recruited, staff in posts for service limited to various United Nations programmes, staff in posts financed on an inter-agency basis, staff on posts of technical cooperation projects, national officers on posts at United Nations information centres, staff on special leave without pay, and staff on secondment to other organizations.

5. Further to paragraph 4 of section IX of General Assembly resolution 53/221 of 7 April 1999, the practice of showing the representation of staff according to major geographical groupings has been discontinued and countries are listed in alphabetical order. Accordingly, this report consists of the following two tables:

(a) Table 1: OHCHR staff in the Professional category and above, by nationality, grade and gender, on posts subject to geographical distribution, as of 1 December 1999;

(b) Table 2: OHCHR staff in the Professional category and above, by nationality, grade and gender, falling under the following categories, as of 1 December 1999: (i) staff holding appointments of less than one year, (ii) staff charged to general temporary assistance funds, (iii) staff specifically appointed for mission service, and (iv) staff employed as technical cooperation and project personnel.

Table 1

OHCHR STAFF ON POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION, BY NATIONALITY, GRADE AND GENDER

(as at 1 December 1999)

Region/Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Algeria	2	0									1				1					
Australia	1	1														1				
Bahamas	1	1																1		
Bolivia	1	0															1			
Cambodia	1	1														1				
Cameroon	1	0											1							
China	1	1														1				
Côte d'Ivoire	2	0													2					
Croatia	1	1																1		
El Salvador	1	0															1			
Equatorial Guinea	1	0											1							
Finland	1	1														1				
France	4	0											2		2					
Germany	4	2											1		1	1		1		
Greece	1	1										1								
Guyana	2	1			1													1		
Iran (Islamic Republic of)	1	1										1								
Ireland	2	2		1								1								
Israel	1	0											1							
Italy	5	1									2		1			1	1			
Japan	2	0									1				1					
Lebanon	1	1																1		
Maldives	1	0															1			
Malaysia	1	1							1											
Mexico	1	1										1								
Nepal	1	0											1							
Netherlands	2	1											1			1				
Paraguay	1	1																1		
Peru	1	0													1					
Philippines	1	0													1					
Poland	1	0									1									
Republic of Korea	2	1														1	1			
Russian Federation	1	0											1							
Saudi Arabia	2	1												1			1			
Senegal	3	1					1					1	1							
South Africa	1	0									1									

Table 1 (continued)
OHCHR STAFF ON POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION, BY NATIONALITY, GRADE AND GENDER
(as at 1 December 1999)

Region/Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Spain	4	3											1			3				
Sudan	1	0													1					
Switzerland	1	1														1				
Ukraine	1	0											1							
United Kingdom of Great Britain and Northern Ireland	2	1													1	1				
United States of America	8	3									1	1	2	1	2	1				
Viet Nam	1	1														1				
Yugoslavia	1	1														1				
TOTAL	75	32	0	1	1	0	1	0	0	1	7	6	15	2	13	16	6	6	0	0

Table 2

OHCHR STAFF ON POSTS NOT SUBJECT TO GEOGRAPHICAL DISTRIBUTION: BY NATIONALITY, GRADE AND GENDER

(as at 1 December 1999)

Country of nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Andorra	1	1																1		
Argentina	2	1													1	1				
Australia	4	1					1								1		1	1		
Austria	2	0															2			
Belgium	1	0															1			
Burkina Faso	2	0															2			
Cameroon	1	0															1			
Canada	8	1									2		1		1	1	3			
Central African Republic	1	1												1						
Democratic Republic of Congo	2	0													2					
Dominican Republic	1	0											1							
Denmark	1	0													1					
Egypt	1	0													1					
Eritrea	1	0											1							
Finland	2	0													1		1			
France	8	4											1		2			4	1	
Ghana	1	0							1											
Germany	1	1														1				
Guatemala	1	1														1				
Iran (Islamic Republic of)	1	1														1				
Ireland	1	0							1											
Italy	6	4									1		1			1		3		
Liberia	1	0															1			
Mali	2	0													1		1			
Mauritania	1	0															1			
Mauritius	1	1																1		
Morocco	2	1															1	1		
Netherlands	3	2												1	1			1		
Nigeria	1	1																1		
Peru	3	3												1		1		1		
Portugal	1	0													1					
Russian Federation	1	0															1			
Senegal	3	0													1		2			
Spain	6	2											2		1	2			1	
Sudan	2	0									1		1							
Sweden	2	1					1							1						
Switzerland	2	2														1				1
Tunisia	2	1									1					1				
Uganda	1	0															1			
United Kingdom of Great Britain and Northern Ireland	3	2												1			1	1		
United States of America	9	5										1	2		1	1	1	3		
Uruguay	1	0															1			
TOTAL	96	37	0	0	0	0	2	0	2	0	5	1	10	5	16	12	22	18	2	1